

# Sunburst

Vol. 48 No. 1

Serving the Holloman Air Force Base, N.M. community

Friday, Jan. 7, 2005



## Briefly

### Shirts give thanks

The First Sergeants Council would like to thank members of Team Holloman for their outstanding support during the 2004 Holiday Season. Supporters of the Diamond Tree program purchased over 150 gifts and the local chapter of the Military Officer's Association of America donated toys as well resulting in over 200 gifts being distributed to children on Holloman.

Additionally, monetary donations collected for Operation Warm Heart at the commissary, base exchange, and shoppette resulted in over \$9,000 being collected for the First Sergeants Food Locker Fund. This Holiday season, over 100 families received funds totaling more than \$5,000 to purchase food at the commissary for their Holiday meal. Your generous donations will ensure that funds are available throughout the year to help other Team Holloman families in times of need. Thank you for your support. We could not have helped so many without your help Team Holloman!

### Road closure

Mesquite Road will be permanently closed to all traffic starting Jan. 10 due to a new gate set back and as part of force protection/security measures. Residents will have to use Andrews Dr. and Fairchild Dr. to get to First St. or use west gate access as an alternate route. For more information, contact 2nd Lt. Nada Chamu at 572-5832.



Photo by Senior Airman Vanessa LaBoy

### Holiday spirit

Volunteers pack up cookies for the 2004 Airmen's Cookie Drive at the Holloman Chapel Dec. 15. Team Holloman members baked and donated more than 24,000 homemade cookies, exceeding the cookie drive goal by 1,000 dozen. The cookies were distributed to dormitory residents and security forces personnel Dec. 16.



High: 54  
Low: 34  
TODAY



High: 56  
Low: 34  
SATURDAY



High: 58  
Low: 36  
SUNDAY



High: 60  
Low: 38  
MONDAY

Weather forecast provided by the 46th Operations Support Squadron Weather Flight

# Mentoring and feedback: A leader's responsibility

**Lt. Col. Skip Hinman**  
49th Operations Support  
Squadron commander

Mentoring our people and providing them with feedback are among the most important responsibilities of leadership. Some would argue that mentoring and feedback are things we do every day and therefore don't require any special emphasis. On the contrary, past 49th Fighter Wing unit climate assessments have consistently indicated that subordinates don't feel like they get enough mentoring and feedback from their leadership. The Air Force Chief of Staff Climate Survey indicated the same trend Air Force wide. Results indicated that individuals receiving feedback from their supervisors had a highly positive perception of leadership while those not getting this feedback were not big fans of their bosses. In fact, I've found personally that, when delivered in an appropriate manner, most folks are very receptive to feedback from their supervisor even when it's not particularly good news.

So, what are mentoring and feedback and how should leaders conduct these activities? An Air Force pamphlet on feedback states that "the formal feedback session is to establish formal, private communication between ratees and their raters about expectations and actual performance." Informal "attaboys" and casual conversation are certainly important but I believe this private, face-to-face

feedback session to be a critical aspect of sound leadership. Supervisors are required to conduct initial feedback sessions within the first 60 days of a new job or a new subordinate's arrival in the shop. I use this opportunity to discuss my expectations of new subordinates and ask them to share their expectations of me as their supervisor. This is also a great opportunity to ask your folks about their personal and professional goals. One of the most important duties we have as leaders is to help our people identify and achieve these goals. One word of caution here: Be careful not to "mirror image" or to "impose" your personal aspirations on the folks who work for you. Just because you always wanted to be a squadron commander does not mean that everyone who works for you has the same goals. Likewise, listen closely to your subordinate's *personal* goals because they tell you a lot about the person and are indelibly linked to career aspirations.

An equally important and often overlooked feedback opportunity is the "mid-course" feedback session held midway between the date supervision began and the date you expect the performance report to close out. Focus on how well the individual meets your expectations. Be specific, thorough, and, most importantly, honest. You owe it to your people to let them know how you feel about their performance and the timing here gives them a chance to do something about it before you write their performance report. While bad news can be diffi-

cult to deliver, it is often the most valuable feedback an individual will ever receive. Don't pass on the chance to ask your subordinates for honest feedback on your performance as well. While some folks are reluctant to provide feedback "up the chain," others will if they truly believe you really want to hear what they have to say. The feedback I've received from subordinates in these settings has been some of the most valuable opportunities I've had to learn about myself and about perceptions of my leadership style.

These feedback sessions provide an ideal environment for mentoring as well. While mentoring opportunities present themselves in many less formal settings, this is a great chance to discuss issues that would be more appropriate during a closed-door conversation. The AFI on mentoring defines it as "a relationship in which a person with greater experience and wisdom guides another to develop both personally and professionally." I believe mentoring falls in three general categories that are all very closely linked to the feedback process. The kind of mentoring perhaps most appropriate in a private setting falls in the category of professional development. It is very important for supervisors to help their folks develop a realistic plan to achieve their career goals. I make it a point to emphasize "service before self" up front and make it very clear to the people I supervise that "careerism" in any form is very, very bad.

However, it's also bad if we pass on our responsibility to make sure our folks are knowledgeable about things that affect their career.

Another form of mentoring that is appropriate in almost any setting is to clearly communicate to our subordinates the importance of their individual contributions to the unit and to the Air Force as a whole. Every Air Force job is important and our folks need to know how their work fits into the big picture. The final form of mentoring is specific "on-the-job" training, especially when an experienced boss is coaching a new supervisor on leadership. General Bill Creech said "the first duty of a leader is to grow more leaders." By mentoring and providing feedback to our subordinates, we can set a great example as we help them develop their leadership skills.

## DUI Update

Days since last DUI **27**  
DUIs this year **4**  
This week last year **9**

## Last six DUIs

- GAF Aug. 7
- 49 AMXS Aug. 25
- 49 CES Oct. 1
- 49 MMS Oct. 18
- 49 CES Nov. 10
- 49 SFS Dec. 10

## 572-RIDE works!

Calls made are lives saved

**224** Saves this year  
**34** Saves this week

## Airmen's Perspective: *What qualities do you think make a good supervisor and mentor?*



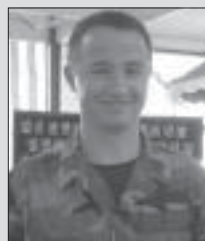
**"A good mentor should always lead out in front. Don't be the follower."**

Master Sgt. Bruce Knee  
49th Logistics  
Readiness Squadron



**"A good supervisor is confident in both their own abilities and of those they supervise."**

Airman Neal Uranga  
49th Communications  
Squadron



**"A good mentor is someone who's understanding and is willing to give guidance to those who are younger."**

Capt. Glen Bankson  
49th Medical Operations  
Squadron



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# Top three challenges of 2005

by Brig. Gen.  
**Kurt Cichowski**  
*49th Fighter Wing commander*

As we jump into 2005, the 49th Fighter Wing and Team Holloman have many challenges awaiting us. Our primary mission remains being ready to defend our great country and our vital interests, however I think it's important to highlight a few of our critical priorities over the next few months.

We really have three priorities for the New Year. First, as the Global War on Terror continues, we must ensure all of our units are ready to deploy, wherever tasked to go, in order to support our nation's continuing efforts. As all of you know, some of these deployment locations are dangerous — it's critical that all of those deploying are ready to do their jobs effectively and return home safely after their rotation. For those left behind, we will have to work extra hard to keep the wing

running and support the Airmen, dependents and retirees who call Holloman home. The 49th Fighter Wing is no stranger to deployments, and has always answered when our nation called.

Second, the wing must prepare for a follow-up Operational Readiness Inspection tentatively scheduled for May. This preparation will directly and indirectly affect the lives of everyone associated with our base. This is our chance to improve on our original ACC/IG visit last November, and show the Air Force what the Fightin' 49ers' are all about! We have a lot of work to do in order to do well in this inspection, but we'll be ready!

Finally, we need to mark our calendars and prepare now for our upcoming Holloman Community Appreciation Day and Open House Airshow, on April 17. As a reminder, our last airshow in 2002 was selected as the best military airshow of the year and I know that we can and will shine again.

This great day is coming up very fast, so I ask all of you to work hard now to ensure Team Holloman shows what we're made of to New Mexico and all our surrounding communities.

While there remain several other challenges on our plate (e.g. ESOCAMP, 12th Air Force Stan Eval visit, ACC Safety PME, AF Level Hennessey visit, RED FLAG, etc.) three will be our primary focus for the start of this new year.

Over the next several months, be ready to deploy whenever the call comes; prepare for our ORI in May; mark April 17 an important day for your planning and preparations over the next several months. This is a lot of work to do and as always, will take an outstanding effort from everyone, but as always, I know you have it in you. To all of you and your families, I bid you good luck, good health and be safe in 2005!!!!

## Step it up



Photo by Senior Airman Vanessa LaBoy



Photo by Ms. Laura Hunt



Photo by Tech. Sgt. James Hart



Photo by Tech. Sgt. James Hart

**Top to bottom: Master Sgt. Robert Richardson, 49th Materiel Maintenance Support Squadron, Tech Sgt. Adam Rosenberg, 49th Aeromedical-Dental Squadron, Tech Sgt. Donald Hoskins, 8th Aircraft Maintenance Unit and Tech. Sgt. Samuel Heath, 49th Civil Engineer Squadron were STEP promoted by Brig. Gen. Kurt Cichowski, Dec. 21.**

## Holloman Salutes

*The following senior airmen graduated Airman Leadership School Class 05-B ...*

**4th Space Control Squadron**  
Christopher Inman

**49th Security Forces Squadron**  
Staff Sgt. Dawn Stevens  
Jessica Jefferson  
Joshua Wren

**49th Materiel Maintenance Support Squadron**  
Norman Broadway Jr

**49th Civil Engineers Squadron**  
Clarence Basug  
Leslie Baxter  
Jonathan Peaden  
Jason Williams

**49th Aeromedical-Dental Squadron**  
Paulo Depaula

**49th Maintenance Squadron**  
Daniel Arellano

Christopher Gilley  
Bryan McClain  
Amanda Pyne  
Terreil Reed  
Deshawn Shinette

**49th Logistics Readiness Squadron**  
Albert Black  
Dexter Cumberbatch

**586th Flight Test Squadron**  
Blair Chapin

**Det. 4, Joint Communications Squadron**  
Jeremy Buck

**49th Communications Squadron**  
Kristyn Caputo

**49th Services Squadron**  
Andrea Ballerstein  
Leslie Walters

**49th Aircraft Maintenance Squadron**  
Jeremy Chaddock

Quintin Galus  
Jason Hughes  
Jerad Napier  
Johnny Smith  
William Young

**49th Operations Support Squadron**  
Daniel Gunn  
Virginia Martin

**Det. 1, 53rd Test and Evaluation Group**  
Sonya Brooks



**John Levitow Award:** Jeremy L. Buck

**Distinguished Graduates:** Christopher Inman, Terreil D. Reed

**Academic Award:** Christopher N. Inman

**Leadership Award:** Clarence H. Basug



Photo by Ms. Laura Hunt

## Under the scope

**Staff Sgt. Joseph Noya, 49th Medical Group Laboratory Element, determines the white blood cell count in a blood sample. The lab was accredited by the Commission on Laboratory Accreditation of the College of American Pathologists after a recent on-site inspection. Inspectors examine the lab's records and quality control, the staff's qualifications, lab equipment, facilities, safety program and overall management. The inspection program is designed to ensure the lab's patients receive the highest standard of care.**

# Housing Privatization: What's ahead for Holloman?

**by Joe Lippis**

*Housing privatization  
project manager*

Several Air Force and Department of Defense installations nationwide are moving toward privatized housing. Soon, Holloman will take the same steps, and many Team Holloman members have questions about the changes.

Housing privatization was initiated because the shortage of quality affordable housing available to military service members and their families in local communities has reached a point where quality of life, and therefore retention and readiness, are at risk. Consequently, the Pentagon proposed, and Congress enacted, the Military Housing Privatization Initiative in the 1996 National Defense Authorization Act. This law allows the military services to use private contractors to finance and

build housing depending on the needs of their individual community. The goal of the initiative is to drastically reduce the time required to provide military members with quality, affordable housing and replace the DoD's aging inventory of housing units.

Housing Privatization involves a real estate transaction to convey all of the military family housing at Holloman. The government will lease land and transfer existing housing units and other improvements to a private developer. The private developer will finance, plan, design and construct improvements. They will also own, operate and maintain the rental housing development and associated utility infrastructure.

Holloman will convey to a private developer, exact date still being finalized, a total of 1,413 military family housing

units, maintenance and other support facilities, and will lease the underlying land for 50 years. The developer will demolish approximately 970 units, construct 837 new units, and renovate 342 units. Construction and renovation activities must be completed within 10 years of the transaction closing. In addition the recently constructed 101 housing units will be conveyed as is.

To make the project financially feasible, Air Combat Command has recently grouped Holloman with Davis-Monthan Air Force Base, Ariz. into a single housing privatization slated for a future award.

Future articles will provide more information and feature additional topics of housing privatization interest.

For more information on housing privatization, call Mr. Joe Lippis at 572-0236.



The 49th Security Forces Squadron handled the following incidents from Dec. 28 to Monday.

**Property loss, damage or theft**

- Dec. 28: There was an

accident on the Holloman exit ramp when a family member rolled her privately owned vehicle off the ramp.

- Jan. 1: An Airman reported a window was damaged in dorm 337.
- Jan. 1: An NCO reported

that several windows were broken in a house on Valencia Loop.

- Jan. 2: There was a major accident on Fourth Street when a vehicle turned out of a parking lot and hit the curb and a telephone pole support cable.

**Patrol response**

- Dec. 28: A family member reported there was a stray dog in her backyard that was acting aggressively. The dog was shot with a tranquilizer dart and transported to Otero County Animal Shelter where it was euthanized.

**Scam**

The Veterans Administration

and numerous other military affiliated groups have always encouraged separating and retiring personnel to file their DD 214s with their county courthouse so that they would always have access to a legitimate copy in case their original was ever lost. However, by filing a DD 214 with a county courthouse it becomes accessible as a public record. This creates an extreme vulnerability to identity theft as a DD 214 contains personal information such as name, birth date, social security number and current address. A recent incident of this nature occurred when a retired military member's identity was stolen using this method. A fraudulent

line of was established using the member's identity.

The information on DD 214s can be used to propel multiple types of financial scams as well as to develop fraudulent ID cards to gain access to military bases. In order to safeguard oneself against financial scams and identity theft one should avoid filing their DD 214 with a county courthouse making it a public record.

The best solution to this problem would be to make working copies of the DD 214 and to keep the original in a secure location such as a safe deposit box at a local bank.



# DoD sets schedule to implement new civilian personnel system

The sequence for initial implementation of the Department of Defense National Security Personnel System was announced Wednesday by Navy Secretary Gordon England, the senior executive overseeing the new system.

This first phase of transition to the new civilian employment system will happen incrementally, with the first group of bases scheduled for July 2005.

DoD employees slated for conversion to the new system will be included in groupings called Spirals. Spiral One will occur over an 18-month period and include about 300,000 general schedule, U.S. -based Army, Navy, Air Force, and other Department of Defense civilian employees. All Air Combat Command bases fall in Spiral One. Whiteman Air Force Base will transition in the third phase of that group.

Congress authorized the new personnel system as part of the fiscal 2004 National Defense Authorization Act. The role of DoD's civilian workforce is expanding to include more significant participation in combat support functions, to allow mili-

tary personnel to focus on war fighting duties. The new system, while preserving the distinctions between the department's military and civilian workforces, is intended to more fully integrate the capabilities of the two groups by making the hiring and reassigning process more flexible.

The system will be in place fully between July 2007 and January 2008.

According to Mr. Blaine Jackson, 49th Mission Support Squadron Civilian Personnel officer, Holloman will be included in the third and final phase of Spiral 1.

"I suspect Holloman will begin implementation in mid-2006," Mr. Jackson said. "About three-quarters of our civilian work force will be covered by Spiral 1. My office will ensure information is passed on to all as it is received. I encourage employees to register with the Air Force NSPS website at <https://www.dp.hq.af.mil/dpp/dppn/nsps/index.cfm> to receive automatic email updates on NSPS."

Questions regarding NSPS can be directed to Mr. Jackson's office at 572-3588. (ACCNS)

# For your information

## HOSC Thrift Shop

The Holloman Officer's Spouse's Club Thrift Shop will be open 10 a.m. to 2 p.m. Tuesday. Normal operating hours are 10 a.m. to 2 p.m., Tuesdays and Thursdays. Consignments will be accepted from 10 a.m. to noon beginning Jan. 18. Items available: crib, strollers, bikes, humidifiers, desk, snow ski/board, military uniforms/insignia.

## FSC

The Family Support Center offers the following classes and events at the FSC, building 40:

Bundles for babies: 1 to 3 p.m., Monday.

Local job market orientation: 1:30 to 2:30 p.m., Monday.

Sponsorship training: 9 to 10:30 a.m., Wednesday.

Families apart dinner: 6 to 8 p.m., Wednesday at the community center.

Customer service training: 9 to 10:30 a.m., Thursday.

For more information, call the FSC at 572-7754 or visit the Web site at [wwwmil.holloman.af.mil/sptg/mss/fsc](http://wwwmil.holloman.af.mil/sptg/mss/fsc).

"What it means to be a military family" essay contest winners:

**Kassandra White**, age 14, 9th grade

**Dylan Juedeman**, age 12, 6th grade

"What it means to be a military family" drawing contest winners:

**Elise Berling** - age 5, kindergarten

**Alexis Haggett** - age 10, 5th grade

**Jennifer Marie Lankford** - age 17, 12th grade

## MDG closure

The 49th Medical Group will be closed Jan. 14 for an Air Combat Command Family Day and Jan. 17 in observance of Martin Luther King Jr. holiday. 49th MDG will reopen Jan. 18. For medical emergencies, call 911 or proceed to the emergency department at Gerald Champion Regional Medical Center.

For medical conditions patients are unsure of, call 572-2778 to contact the on-call provider.

# Good to know:

## The basics of commercial sponsorship

*(Editor's note: Information provided by Ms. Sherry Drake, commercial sponsorship coordinator, 49th Services Squadron Marketing Department.)*

### **What is commercial sponsorship? Why do we use it?**

Commercial Sponsorship helps finance enhancements for Morale Welfare Recreation elements of 49th Services Squadron events, activities and programs; this does not include normal day-to-day 49th SVS management and overhead operations. When sponsorship is obtained, it helps us add to the basics while lowering the operating cost of the event, activity or program. The business sponsoring the event receives benefits in the form of their logo or company name on 49th SVS advertising for the event.

### **Commercial sponsorship for events other than those run by the 49th Services Squadron is not allowed. Why?**

49th SVS is supported by Nonappropriated Funds which does not receive money from the Air Force. Services income comes from facility revenue, so commercial sponsorship is used to enhance programs, activities or events for the military and their families. Commercial sponsorship cannot fund an event only, enhance it. Most other squadrons are funded through the Air Force by appropriated funds, which is money given by the Air Force to support their mission. When other squadrons solicit sponsorship or donations from downtown businesses, it hurts Services events because businesses are not able to help everybody. This in return costs the customer when an event, activity or program happens.

### **What is the difference between sponsorship and a donation?**

Sponsorship is usually in

the form of money and helps with the cost of the event, such as offsetting the cost of t-shirts for the youth baseball and basketball programs.

Donations are usually in the form of a giveaway such as a DVD player to the winner of a race on Sports Day or a water bottle handed out on a 5K Run during May Fitness Month at the Fitness and Sports Center.

### **Can you mention some situations where 49th SVS used commercial sponsorship?**

The Base Wide Independence Day Celebration normally run every July has food, beverages, prizes and giveaways supplied through sponsorship and this event is usually free to the participants. At the International Children's Festival in December, the children are given giveaways in a bag or a door prize. Throughout the golfing season you have a chance to win a car at Apache Mesa Golf Tournaments.

These are events that couldn't happen or couldn't happen for free without sponsorship.

### **What is the most frequently asked question you receive as the commercial sponsorship coordinator?**

"Can you get me prizes and giveaways for our wing event or squadron party?"

The answer is no. According to AFI34-407.1.2., only Services MWR programs may use the commercial sponsorship program. Other Air Force organization, units, private organizations or unofficial activities or organizations are not authorized to use commercial sponsorship to offset program or activity expenses.

For more information on commercial sponsorship, call Ms. Drake at 572-5597.

# Air Force Leaders

ACROSS

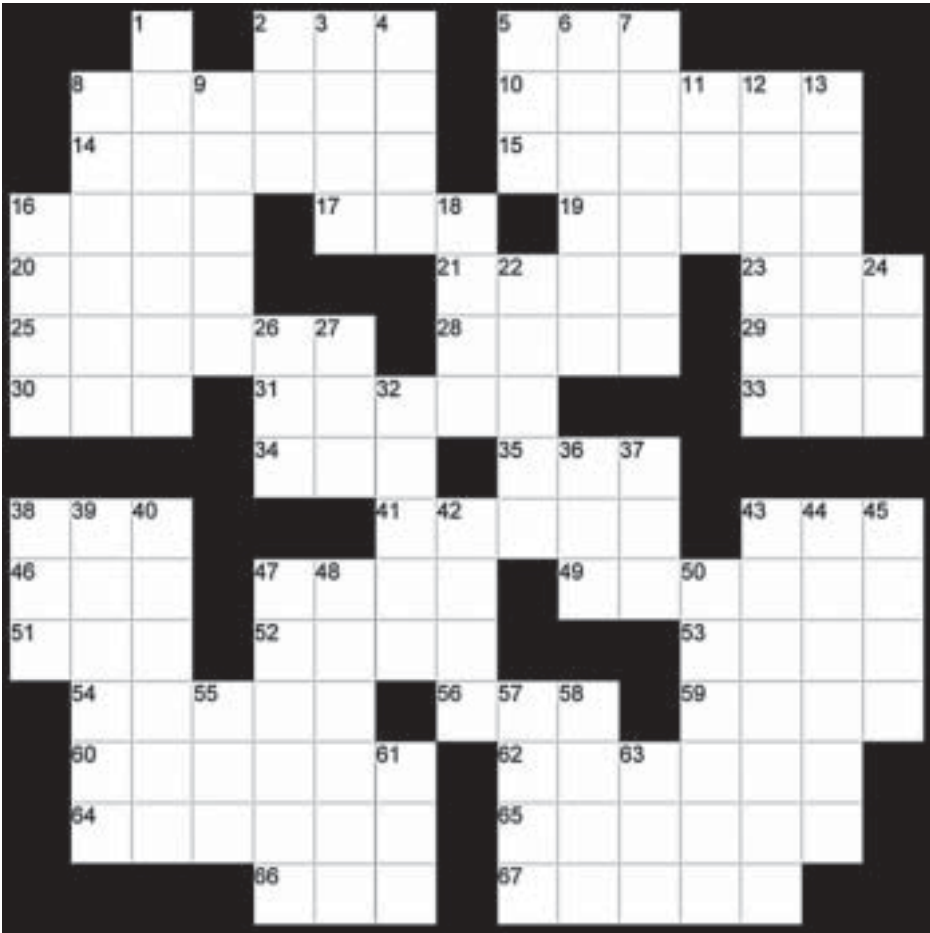
- 2. Shaq’s org.
- 5. Alphabet beginning
- 8. Moving in the air
- 10. Lt. Gen. George \_\_\_\_, surgeon general (AF/SG)
- 14. “A Street Car Named Desire” character
- 15. Cloister
- 16. Iowa town
- 17. Bad salt
- 19. Sadder
- 20. Fall cleanup tool
- 21. A woodwind
- 23. Alcohol spirit
- 25. Speaker
- 28. Epochs
- 29. Forensic ID
- 30. Water block
- 31. Oklahoma town
- 33. Rumsfeld office symbol
- 34. Observe
- 35. Blob
- 38. Nuclear, biological, chemical devices, in short
- 41. Western actor John
- 43. Ballistic missile org.
- 46. Pilot with 5+ kills

- 47. Abel’s sib
- 49. Answer the utterance
- 51. USAF medal for flying heroism
- 52. Supplant
- 53. Second-hand
- 54. Saudi inhabitants
- 56. 1 + 1 result
- 59. NY team
- 60. Contradict
- 62. Religious house
- 64. AFB home to Red Flag
- 65. Consented
- 66. Explosive combo
- 67. Hirsute

DOWN

- 1. Lt. Gen. Donald J. \_\_\_\_, Installations & Logistics (AF/IL)
- 2. Nothing score
- 3. Salve
- 4. Regretful expression
- 5. One \_\_ \_ time
- 6. First European to see Pacific Ocean
- 7. Revolutions
- 8. Eritrean capital

- 9. Clear, as in electronic clock
- 11. TV character Grant
- 12. Exaggerate
- 13. TV shows, sometimes
- 16. NY Yankee player, informally
- 18. Leaves
- 22. “The \_\_\_\_ Bunch”
- 24. Angry
- 26. USAF commissioning source
- 27. Penitence
- 32. Dr. Mark J. \_\_\_\_, chief scientist (AF/ST)
- 36. NORAD region
- 37. Pollen-gathering insect
- 38. Clump
- 39. Maj. Gen. M.L. \_\_\_\_, Safety (AF/SE)
- 40. Commandment
- 42. Picnic pests
- 43. Gen. T. Michael \_\_\_\_, vice chief of staff (AF/CV)
- 44. Slimmed down
- 45. Conjunctions
- 47. Metallic element Co



- 48. Texas town
- 50. Gen. John P. \_\_\_\_, chief of staff (AF/CC)
- 55. Altimeter setting, perhaps
- 57. Normandy beach

- 58. Gigantic
- 61. Time zone for Langley AFB
- 63. Scan done by a Dr.

Answers on page page 16



# 2005 Military Pay

## BASIC PAY—EFFECTIVE JANUARY 1, 2005<sup>1/</sup>

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*Cumulative Years of Service*

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18	Over 20	Over 22	Over 24	Over 26
O-10 <sup>2/</sup>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	12,963.00	13,026.60	13,297.50	13,769.40
O-9	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11,337.90	11,501.10	11,737.20	12,149.10
O-8	8,022.30	8,285.10	8,459.40	8,508.30	8,725.50	9,089.40	9,173.70	9,519.00	9,618.00	9,915.30	10,345.50	10,742.40	11,007.60	11,007.60	11,007.60
O-7	6,666.00	6,975.60	7,119.00	7,233.00	7,439.10	7,642.50	7,878.30	8,113.50	8,349.00	9,089.40	9,714.60	9,714.60	9,714.60	9,714.60	9,763.80
O-6	4,940.70	5,427.90	5,784.00	5,784.00	5,805.90	6,054.90	6,087.90	6,087.90	6,433.80	7,045.50	7,404.60	7,763.40	7,967.70	8,174.10	8,575.50
O-5	4,118.70	4,639.80	4,961.10	5,021.40	5,221.50	5,341.80	5,605.50	5,799.00	6,048.60	6,431.10	6,613.20	6,793.20	6,997.50	6,997.50	6,997.50
O-4	3,553.80	4,113.90	4,388.40	4,449.60	4,704.30	4,977.60	5,317.50	5,582.70	5,766.60	5,872.20	5,933.70	5,933.70	5,933.70	5,933.70	5,933.70
O-3	3,124.50	3,542.10	3,823.20	4,168.20	4,367.70	4,586.70	4,728.60	4,962.00	5,083.20	5,083.20	5,083.20	5,083.20	5,083.20	5,083.20	5,083.20
O-2	2,699.40	3,074.70	3,541.20	3,660.90	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20	3,736.20
O-1	2,343.60	2,439.00	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10	2,948.10
O-3E <sup>3/</sup>	0.00	0.00	0.00	4,168.20	4,367.70	4,586.70	4,728.60	4,962.00	5,158.50	5,271.00	5,424.60	5,424.60	5,424.60	5,424.60	5,424.60
O-2E <sup>3/</sup>	0.00	0.00	0.00	3,660.90	3,736.20	3,855.30	4,055.70	4,211.10	4,326.60	4,326.60	4,326.60	4,326.60	4,326.60	4,326.60	4,326.60
O-1E <sup>3/</sup>	0.00	0.00	0.00	2,948.10	3,148.80	3,264.90	3,383.70	3,500.70	3,660.90	3,660.90	3,660.90	3,660.90	3,660.90	3,660.90	3,660.90
W-5	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5,548.20	5,738.40	5,929.20	6,121.20
W-4	3,228.60	3,473.40	3,573.30	3,671.40	3,840.30	4,007.10	4,176.30	4,341.00	4,511.70	4,779.00	4,950.00	5,117.40	5,290.80	5,461.80	5,636.40
W-3	2,948.40	3,071.70	3,197.40	3,238.80	3,371.10	3,522.30	3,721.80	3,918.90	4,128.30	4,285.50	4,442.10	4,509.30	4,578.90	4,730.10	4,881.30
W-2	2,593.50	2,741.70	2,871.30	2,965.50	3,046.20	3,268.20	3,438.00	3,564.00	3,687.00	3,771.30	3,842.40	3,977.40	4,111.50	4,247.40	4,247.40
W-1	2,290.20	2,477.70	2,603.10	2,684.40	2,900.40	3,030.90	3,146.40	3,275.40	3,360.90	3,438.30	3,564.30	3,659.70	3,659.70	3,659.70	3,659.70
E-9 <sup>4/</sup>	0.00	0.00	0.00	0.00	0.00	0.00	3,901.20	3,989.70	4,101.00	4,232.40	4,364.10	4,575.90	4,755.00	4,943.70	5,231.70
E-8	0.00	0.00	0.00	0.00	0.00	3,193.50	3,334.80	3,422.10	3,527.10	3,640.50	3,845.40	3,949.20	4,125.90	4,224.00	4,465.20
E-7	2,220.00	2,423.10	2,515.80	2,638.80	2,734.50	2,899.50	2,992.20	3,084.60	3,249.60	3,332.40	3,410.70	3,458.70	3,620.40	3,725.10	3,990.00
E-6	1,920.30	2,112.60	2,205.90	2,296.50	2,391.00	2,604.30	2,687.10	2,779.20	2,859.90	2,888.70	2,908.20	2,908.20	2,908.20	2,908.20	2,908.20
E-5	1,759.50	1,877.10	1,967.70	2,060.70	2,205.30	2,329.80	2,421.60	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70	2,450.70
E-4	1,612.80	1,695.60	1,787.10	1,877.70	1,957.80	<b>NOTES:</b> 1. While serving as JCS/Vice JCS, CNO, CMC, Army/Air Force CS, commander of a unified or specified combatant command, basic pay is \$15,146.40 (See note 2). 2. Basic pay for an O-7 to O-10 is limited by Level III of the Executive Schedule which is \$12,433.20. Basic pay for O-6 and below is limited by Level V of the Executive Schedule which is \$10,980.00. 3. Applicable to O-1 to O-3 with at least 4 years & 1 day of active duty or more than 1460 points as a warrant and/or enlisted member. See DoDFMR for more detailed explanation on who is eligible for this special basic pay rate. 4. For the MCPO of the Navy, CMSgt of the AF, Sergeant Major of the Army or Marine Corps, basic pay is \$6,394.20. Combat Zone Tax Exclusion for O-1 and above is based on this basic pay rate plus HFPNDP which is \$225.60.									
E-3	1,456.20	1,547.70	1,641.00	1,641.00	1,641.00										
E-2	1,384.50	1,384.50	1,384.50	1,384.50	1,384.50										
E-1 4 mos +	1,235.10	1,235.10	1,235.10	1,235.10	1,235.10										
E-1 -4 mos	1,142.70														

## HAFB BAH/BAS Rates

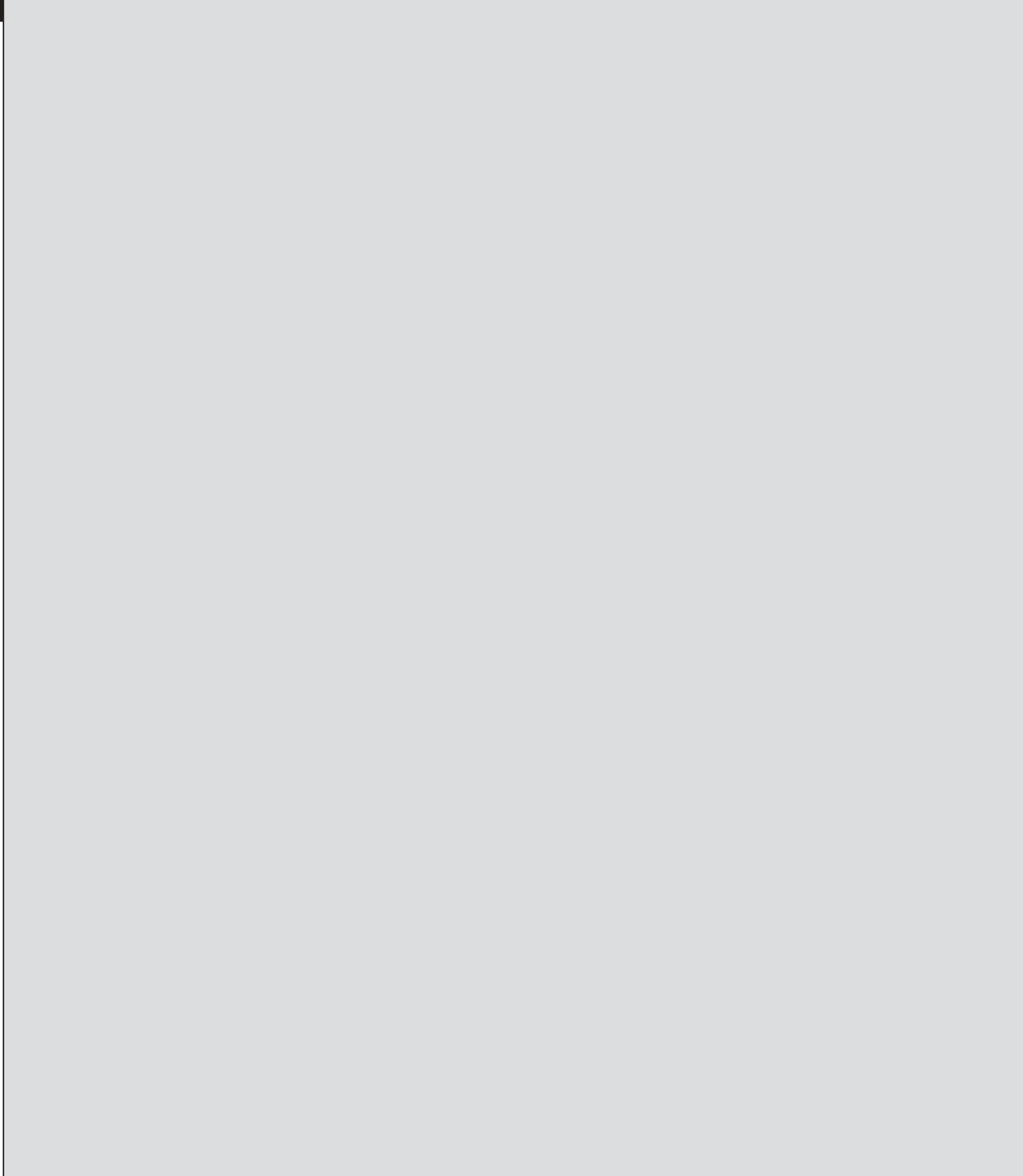
	Without Dependents	With Dependents
O-7	1067.00	1370.00
O-6	1046.00	1354.00
O-5	1011.00	1343.00
O-4	989.00	1220.00
O-3	898.00	1044.00
O-2	761.00	948.00
O-1	557.00	821.00
O-3E	951.00	1123.00
O-2E	868.00	1039.00
O-1E	804.00	993.00
E-9	879.00	1093.00
E-8	833.00	1023.00
E-7	689.00	985.00
E-6	574.00	951.00
E-5	532.00	804.00
E-4	481.00	680.00
E-3	481.00	680.00
E-2	481.00	680.00
E-1	481.00	680.00

## BAS:

Officers: 175.23  
 Enlisted: 267.18  
 RIKNA: 262.50  
 Emerg: 270.00  
 Meal Ded: 7.10 daily

The 2005 civilian pay scale is available online at:  
[www.opm.gov/oca/05tables/index.asp/](http://www.opm.gov/oca/05tables/index.asp/).







# Holloman Hero

## Senior Airman Aaron Schultz

### 49th Materiel Maintenance Squadron

**Duty title:** Aircraft Structural Maintenance Journeyman  
**Time in service:** 3 years 6 months  
**Time at Holloman:** 2 years 10 months  
**Hometown:** Buffalo, N.Y.  
**Personal and career goals:**

My personal and career goals are to get my degree from the Community College of the Air Force and become a member of the U.S. Air Force Honor Guard.

**What is the highlight of your Holloman tour?**

The highlight was becoming a member of the Base Honor Guard. To me, there is no other way I can say “thank you” to those members of the Armed Forces who served before me. It is a very gratifying to present the flag to the next of kin, be a pall bearer or fire the volleys at a funeral.

Another highlight was deploying to Diego Garcia in support of the war on terrorism.

**How do you set an example for other troops?**

I like to lead by example. I make sure that my uniform exceeds the standard. To me, when I put on my uniform, I feel that I am representing my family. I wouldn’t want to disrespect them. I would also say

that the Air Force core values are an important part. Integrity first, service before self and excellence in all we do should be the foundations for setting the example.

**What is your favorite quote?**

“If I do my full duty, the rest will take care of itself.” General George S. Patton

**Core value portrayed: “Excellence in All We Do”**

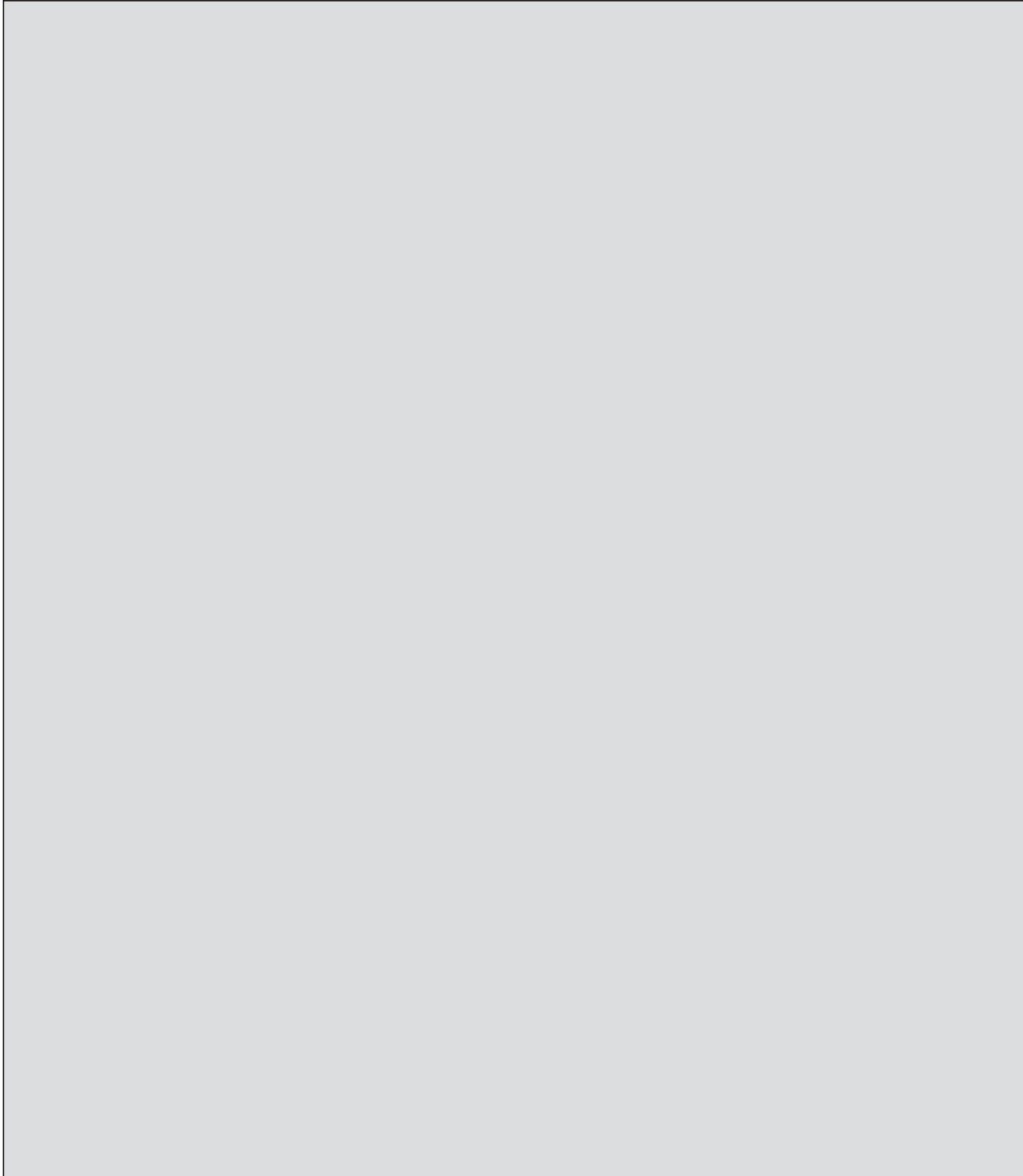
“Excellence is a condition of superiority that exceeds others’ expectations. Airman Schultz always makes excellence his personal standard whether performing solemn Honor Guard ceremonies with crisp, precise movements or making repairs to keep Basic Expeditionary Airfield Resources shipping containers air worthy. Senior Airman Schultz is an outstanding example of someone who embodies our core value of *Excellence In All We Do*.”

– Lt. Col. William Barrett  
49th Materiel Maintenance Squadron  
commander



Photo by Ms. Laura Hunt

*The Holloman Hero submission form is now online.  
It can be downloaded at: [https://wwwmil.holloman.af.mil/wing/49FW\\_PA/internal.html](https://wwwmil.holloman.af.mil/wing/49FW_PA/internal.html)*



# What's going on in the Tularosa Basin and beyond...

## AMT auditions

Auditions for Alamogordo Music Theatre's production of "Little Shop of Horrors" are scheduled for 7 p.m., Tuesday and Thursday at the Flickinger Center in Alamogordo. They are looking for cast members are 17 and older. Be prepared to sing a short musical piece.

For more information visit the AMT Web site at [www.zia.net.com/amt](http://www.zia.net.com/amt).

## Job fair

Local residents interested in finding out about employment opportunities are welcome to attend a job fair from noon to 7 p.m., March 4 at the Tays Special Events Center on North Scenic Drive.

The job fair, sponsored by the Alamogordo Chamber of Commerce Business Support Committee, in conjunction with the Small

Business Development Center, will feature major employers from the local area.

The Chamber is currently selling booth space for employers: \$80 for chamber members, and \$100 for non-members. Deadline for booth space is Feb. 11.

For more information about the job fair, please call the chamber at 437-6120.

## Memorial march

This year's Bataan Memorial Death March is March 20 at White Sands Missile Range. Bataan Memorial Death March information and registration is available at [www.bataanmarch.com](http://www.bataanmarch.com). There is a limit of 4,000 marchers.

For information, call the White Sands Missile Range Community Recreation Division at (505) 678-1256 or the WSMR Public Affairs Office at (505) 678-

1134. Questions and comments may be e-mailed to [bataan@wsmr.army.mil](mailto:bataan@wsmr.army.mil).

## Mustang Club

The Mustang Club has a "Show and Shine" at 6:30 p.m., every Friday at Maximino's on White Sands Boulevard.

For more information, call Mr. Damian Orchard 491-7952.

## Tsunami donations

The most effective way Americans can assist with tsunami relief efforts is by making cash contributions to humanitarian organizations that are conducting relief operations. A list of humanitarian organizations that are accepting cash donations for their efforts in South Asia is available at [www.usaid.gov](http://www.usaid.gov), keyword: Tsunami or by calling the Center for International Disaster Information at (703) 276-1914.

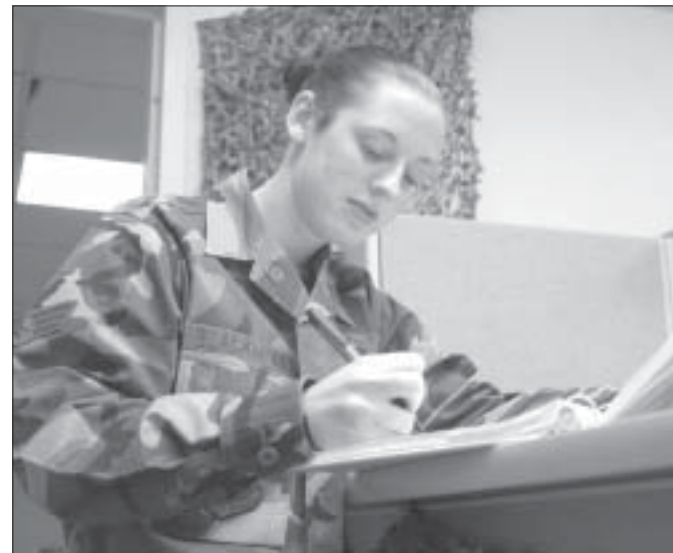


Photo by Ms. Laura Hunt

## Chiefs' choice

Senior Airman Keelye Blackmore, 49th Mission Support Squadron Personnel Readiness Function specialist, reviews a customer sign-in list. Airman Blackmore was chosen as Chiefs' Choice in October. She was recognized for her efforts in insuring all deployees departing Holloman were properly prepared for their deployment. She also serves as equipment custodian, sports representative, COMSEC/STU-III monitor, IMPAC card holder and Dormitory Resident Adviser. She is enrolled in off-duty education, pursuing a CCAF degree and is very active in her church.



Workshop

The Holloman Middle School Parent Teacher Association and Parents Reaching Out has an I.E.P. Process Workshop from 9 a.m. to 2 p.m., Jan. 18 at 1211 Hawaii St.

For more information, call Crystal Calloway at 479-0263.

Free tax filing

Get your taxes prepared by IRS trained volunteers. There were more than 3,600 federal and state returns filed and \$333 thousand saved in fees last year. Unit tax advisors will be processing returns at the squadrons. A list of UTAs can be found on the legal assistance Web page <https://wwwmil.holloman.af.mil/wing/legal/index.html>

No-fee passports

All valid military and dependent no-fee passports must be cancelled when they are no longer needed. Military personnel, Department of Defense civilians and family members stationed within the United States must have their passports cancelled when separating from the military or government service. Additionally, passports must be cancelled when individuals are assigned to positions not requiring passports. Any military

member who has returned from overseas should call Mrs. Paula Cholewa at 572-0070.

Construction plans

The Draft Environmental Assessment for the Improvements and Repair to Forty Niner Avenue is available for review and comment at the base library from today to Feb. 7. All comments should be directed to the 49th Fighter Wing Public Affairs office at 572-5406 or mailed to 490 First St. Suite 2800, Holloman Air Force Base, N.M. 88330.

AFSA election

The Air Force Sergeant’s Association, Chapter 1257, will hold general elections for the 2005 executive council at 11:30 a.m., Wednesday in the community center. Nominations are currently being accepted for the positions of president, vice president, secretary and treasurer.

For more information call Master Sgt. Jose Pascua at 572-3518 or Airman 1st Class Crystal Pack at 572-7061.

Blood Drive

There is a United Blood Services Blood Drive noon to 4 p.m., today at the community center.

“Andro Ban”

The president passed a bill known as the “Andro Ban,” on Oct. 22. The law, which takes effect Jan. 20, adds 18 substances to the list of banned anabolic steroids. The most significant of these is androstenedione, a steroid precursor known as “andro” in the bodybuilding community. Under the new law, andro and andro supplements (to include commonly-used 1AD and 4AD), which are currently available in all health and fitness stores, will be classified as Schedule III controlled substances, similar to cocaine and heroin. As of Jan. 20, these substances may no longer be legally purchased. It will also be illegal to use them, even if they were bought before Jan. 20.

For more information call the base legal office at 572-7217.

Fundraiser

The Holloman Youth and Teen Center Keystone and Torch Clubs are having a Little Ceasars and Cookie Dough Kit fundraiser. The deadline to place an order is Feb. 26. Orders will be delivered March 7. Orders can be placed through members of the Keystone and Torch Club or at the Youth and Teen Center.

For more information, call 572-3753.

Frozen garden hose

During the winter, Team Holloman members should disconnect their garden hoses from the outside faucet. If the hose isn’t disconnected, the water in the hose will freeze and split the hose and could also cause the pipes in the house to freeze. This would stop the water from flowing until it thaws and could cause the pipes to burst, damaging the house and personal property.

Monthly static display

The Monthly Static Display viewing of the F-117A, T-38A, German Torpedo is 1 to 3 p.m., Thursday at Hangar 500.

Chapel Services

**Weekday Masses** – 11:30 a.m., Monday, Wednesday, Thursday and Friday.

**Sunday** – Catholic Mass, 9 a.m. and 5 p.m.

- Sacrament of Penance, 4 p.m.
- General Protestant Worship Service, 11 a.m.
- Protestant Sunday School is 9:30 a.m. and Catholic Religious Education is 10:30 a.m., Sunday at Holloman Intermediate School.

# Airmen in for long haul at Bagram

**by Staff Sgt.  
Jennifer Lindsey**  
*455th Air Expeditionary Wing  
Public Affairs*

Where gravel was once the material of choice, concrete now sets in preparation for a new building or a storage area on Bagram Airfield's Air Force sector, Camp Cunningham.

The 455th Air Expeditionary Wing is growing to match the organizational structure more common to other Air Force wings, said Brig. Gen. Jim Hunt. The restructuring marks the move from a temporary presence to an enduring presence for the unit whose primary mission is to provide aerial cover for U.S. and Coalition ground troops in Afghanistan.

"I think we'll see the wing getting a little larger for the next year or so as we consolidate operations in this area of the world to just a few bases to save personnel and resources," the 455th Air Expeditionary Wing commander said.

On Nov. 30, the 600-plus member wing gained an expeditionary mission support group which provides senior leaders focused on living conditions and mission support for deployed Airmen. The new group also freed operations leaders to concentrate solely "on providing the best possible support to the Soldiers, Sailors, Airmen and Marines on the ground," the general said.

As Camp Cunningham civil engineers worked on plans to accommodate about 35 more Airmen on the same 106,000 square feet of land here, About 65 Airmen deployed at other operating locations pulled up stakes moved on to bolster manpower at other airfields including Kandahar, Afghanistan and to bases in Iraq. A select 35 Airmen moved to Bagram AF to standup new missions and fill increased manning requirements.

"Rather than deploy new people from home bases to fill those billets, we decided to move some personnel to Bagram to balance our requirements," the wing commander said.

Months before the first of the relocated troops entered Camp Cunningham's gates, civil engineers worked on plans to construct the additional 24 wooden huts needed to provide working spaces and living quarters for the manning increases here. Getting the huts constructed wasn't the challenge though, said 2nd Lt. Lloyd Mangaroo, 455th Expeditionary Civil Engineer Flight commander, it was coordinating the camp power upgrade with Army and Bagram contractors, and, within only a few days, getting rid of 9,000 tons of dirt, cloth and wire structures, called HESCOS, that made up the camp's security walls to make room for the new facilities.

"The different civil engineer functions had to assist other shops to meet deadlines and accomplish the mission," the lieutenant said. "My guys are all-mission oriented and they do what it takes to get it done."

As office spaces were created, communications technicians connected and buried about 15,000 feet of electrical, telephone and computer network lines, and broadcasting cables for 13 new facilities. Although burying their work under the packed, rocky dirt initially meant more work for the 455th Expeditionary Communications Flight, the team chose to dig in because go-

ing subterranean "will make maintenance easier for the next "comm troops" slated to arrive in January "by increasing the reliability and survivability of the cable," said Capt. Ernie Baldree, flight chief.

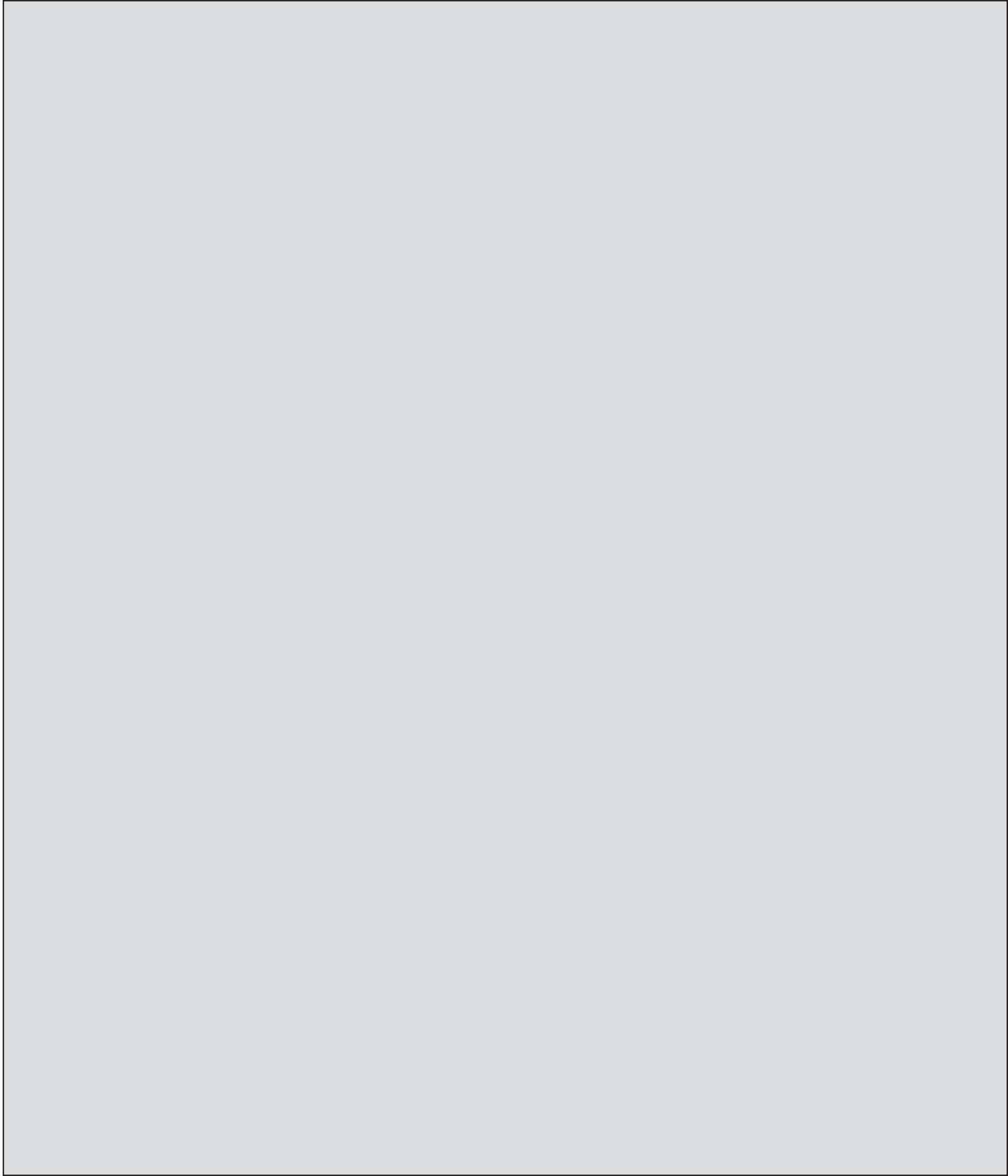
"[We] feel as if we have made a really big difference during this rotation as we have accomplished a great deal of extra work while still managing sustainment of communications capabilities of Camp Cunningham, which is what we are manned for," the chief of the eight-person communications team said.

General Hunt agrees — the combined team has made significant changes to the camp since the beginning of their tour in September.

"Everyone has pulled together to make it happen," General Hunt said. "The 455th AEW will probably be here at Bagram for a long time to come."

Airmen of AEF 1 / 2 worked to support Afghanistan's first democratic elections in Afghanistan under Operation Enduring Freedom. The mission for the next rotation of Airmen, AEF 3 / 4 from January to April, is to help establish stability in Afghanistan by supporting the establishment of President Hamid Karzid's national assembly and local elections which are scheduled for April.









# The fitness corner

**Class:** Abs/pilates; Tuesday and Thursday at 4:30 p.m.

**Instructor:** Silvia Papp

**Description:** Pilates is total body conditioning exercise method which combines flexibility and strength from both Eastern and Western cultures. It helps develop mind and body uniformity, provides balance, flexibility and strength, improves posture and focus on strengthening the powerhouse, which includes the abdominals, gluteus, hips and lower back.

**Fitness tip:** Everybody has a different build and endurance level. Learn how to breathe correctly; oxygen is vital to the brain, heart and lungs. Fast paced classes aren't always the most effective ones.

## Try it at home

Before beginning pilates, first learn to properly use your ab muscles.

**Scooping out the Abs/Belly to spine:** Lay flat on your back. Pull the belly button towards the spine. Press your back as flat as possible into the mat and make sure there is no space between your lower back and the mat. If there is a space there, make sure you place a small pillow or rolled up towel into the space. Try holding that pose until you count to 10. Scooping out is the main pose to all pilates poses.

**Purpose:** Body awareness and safety while doing pilates.

**Warning:** Avoid sucking in the stomach. Image a weight bearing down on your belly pushing it towards your spine.

## Example exercise: The Hundred

**1. Beginner:** Lie flat on your back. Stretch arms forward towards the outer thighs with palms of the hands facing down. Bring



knees towards the chest, bending them 90 degrees. Lift the head while focusing the eyes on the toes. Maintain a "C" figure with your body while scooping out your abs. While pumping the hands slightly down, inhale five times consecutively pulling air from the stomach and exhale the same way as you were blowing a candle. Repeat the breaths in five counts in and five out until you have done 100 breaths total.

**Purpose:** To increase circulation of the blood, warming the body and preparing it for successful pilates exercises.

**Warning:** Be gentle with your

neck. Lower your head to a pillow or rolled up towel which should be placed directly under the neck if it is sore and cramping. Start with two sessions of 20 breaths then increase the breaths as you feel stronger.

**2. Intermediate:** Same as beginners, except keep the legs straight out with pointed toes and heels together at all times.

**3. Advanced:** Same as begin-



ners, but move the hands to under the neck and lower the straight legs towards the floor until you feel the lower abdominal area working.